

Doctor Of Ministry
PTH 905 Leading Christian Organizations

Core Course 4 – October 24-28, 2005

Dr. J. Melvyn Ming

COURSE DESCRIPTION

Leadership of the contemporary church or ministry with special consideration given to the integration of biblical values, contemporary leadership theory, contemporary organizational theory, and the participant's context of ministry.

COURSE OBJECTIVES & OUTCOMES

Cognitive Outcomes

1. The participant will increase his or her awareness of contemporary leadership and organizational theories.
2. The participant will analyze the role of team leadership & empowerment strategies, and learning organizational approaches to ministry.

Character/Attitude Outcomes

1. The participant will affirm the importance of integrity and credibility in leadership and relationships.
2. The participant will enhance personal understanding and appreciation of team approaches to ministry.

Ministry Skill Outcomes

1. The participant will develop and enhance several specific organizational development and leadership skills.
2. The participant will develop a project that demonstrates integration of contemporary research findings and biblical understandings into their present context of ministry.

COURSE RESOURCES, REQUIREMENTS & PROCEDURES

The participant will need:

1. *The have the “LDR Church Development Process Workbook” for \$30.00 the first day of class.*
2. *To purchase a course resource packet the first day of class for approximately \$25.00. It will include a Harvard Business Case Study and extensive supportive resources and activities.*

Pre-Session

1. Completion of the **required reading from the pre-session reading list**. This course has an extensive reading requirement (2000 pages). This is necessary to acquaint you with key issues in Organizational Leadership. (NOTE: It is a violation of academic policy to claim credit for books read in prior academic courses. If you have previously read any book on the list for credit, you must substitute another book from the alternate reading list.)

2. Completion of a "reading report" for all reading **due at the beginning of the first session.**
(Use form provided.)
3. Participant is expected to have a working knowledge of each book read and be prepared to dialogue in a meaningful and competent way on each.

During Session

1. Completion of assigned case studies and critique of several strategic planning resources and models.
2. Reflection on situations in which the insights gained in your reading and class activities may have produced more effective and acceptable outcomes.

Post-Session

Write a 20 to 25 page paper "integrating" and "applying" concepts from the course and reading to your ministry situation in one of the following areas:

- 1) Leading a church or ministry to apply vision and values to their organization and finance. (A)
- 2) Leading a church or ministry through major change in strategies or culture. (B)
- 3) Leading church or ministry in the development of team leadership. (C)
- 4) Leading a church or ministry to becoming a Learning Organization. (D)
- 5) Leading a church to apply "systems thinking" to their operation. (E)

Paper must demonstrate:

- 1) Significant contemporary organizational leadership reading and research,
- 2) Analysis of your ministry/organization context
- 3) Correlation of research and analysis with Scripture
- 4) Significant conclusions and recommendations that are consistent with biblical truth, current research and contextual analysis.

All work must be postmarked 90 days from the last day of class.

PRE-SESSION READING LIST

Please read the pages contained in the following textbook list, noting designated reading pages. Please read the books in the order that they are listed. You will be expected to arrive at class session prepared with: 1) a high level of understanding of the text books and their concepts, 2) reflection of how these text books and their concepts relate to Scripture, and 3) how concepts from these texts can and should be integrated into Church leadership. Omit any book you have previously read for a course, and move to the alternate list and substitute a book in the same category (NOTE: You will also be expected to review texts used in core courses 1-3, especially the Purpose Driven Church.)

ORGANIZATIONAL LEADERSHIP

Bossidy, Larry, Ram Charan, and Charles Burck. *Execution: The Discipline of Getting Things Done*. 1st ed. New York: Crown Business, 2002.

Kouzes, James M. and Barry Z. Posner. *The Leadership Challenge*. San Francisco: Jossey-Bass, 1990.

Hybels, Bill. *Courageous Leadership*. Grand Rapids, MI: Zondervan, 2002.

ORGANIZATIONAL LEARNING

Collins, James C. *Good to Great: Why Some Companies Make the Leap--and Others Don't*. 1st ed. New York, NY: HarperBusiness, 2001.

Joiner, Reggie, Lane Jones, and Andy Stanley. *The 7 Practices of Effective Ministry*. Sisters, Or.: Multnomah Publishers, 2004.

ORGANIZATIONAL IMPLICATIONS

Blanchard, Ken, John P. Carlos & Alan Randolph. *The 3 Keys to Empowerment*. San Francisco: Berrett-Koehler Publishers, 1999.

Parker, Glenn M. *Team Players and Teamwork*. San Francisco, CA: Jossey-Bass, 1990. 169 pages. Please read pages 1- 151.

Schein, Edgar H. *Organizational Culture and Leadership*. 3rd ed. The Jossey-Bass Business & Management Series. San Francisco: Jossey-Bass, 2004.

ALTERNATE BOOK LIST

Books to read ONLY if you have previously read for credit one of the required course textbooks:

ORGANIZATIONAL LEADERSHIP

Tichy, Noel M., and Nancy Cardwell. *The Cycle of Leadership: How Great Leaders Teach Their Companies to Win*. 1st ed. New York, NY: HarperBusiness, 2002.

Yukl, Gary A. *Leadership in Organizations*. 5th ed. Upper Saddle River, NJ: Prentice Hall, 2001.

ORGANIZATIONAL LEARNING

Frydman, Bert, Iva Wilson, and JoAnne Wyer. *The Power of Collaborative Leadership: Lessons for the Learning Organization*. Boston: Butterworth-Heinemann, 2000.

Chawla, Sarita and John Renesch. *Learning Organizations*. Portland, Oregon: Productivity Press, 1995.

Senge, Peter M., Art Kleiner, Charlotte Roberts, Richard B. Ross and Bryan J. Smith. *The Fifth Discipline Fieldbook: Strategies and Tools for Building a Learning Organization*. New York: Doubleday, 1994

ORGANIZATIONAL IMPLICATIONS: EMPOWERMENT & TEAMS

Lencioni, Patrick. *The Five Dysfunctions of a Team: A Leadership Fable*. 1st ed. San Francisco: Jossey-Bass, 2002.

Katzenbach, Jon R. and Douglas Smith. *The Wisdom of Teams*. New York: HarperBusiness, 1993. 299 pages. Please read pages 1-265.

MacMillan, Pat. *The Performance Factor: Unlocking the Secrets of Teamwork*. Nashville, Tenn.: Broadman & Holman Publishers, 2001.

Blanchard, Ken, John P. Carlos & Alan Randolph. *Empowerment Takes More Than a Minute*. San Francisco: Berrett-Koehler Publishers, 1996.

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